

NAF PAY SYSTEM

PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after September 13, 2002, were as follows: Average increases of 29 cents (3.4 percent) for Level 1 and 34 cents (3.0 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase is effective the first day of the first pay period beginning on or after January 1, 2003.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY JOB TITLE</u>	<u>WEIGHTED MATCHES</u>	<u>AVERAGE</u>	<u>RANGE HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	294	8.13	12.00	7.00
CASHIER-CHECKER	235	8.57	10.75	6.90
CUSTOMER SERVICE ASST	5	10.36	12.70	9.26
DESK CLERK	88	8.62	9.51	7.51
NF - 2				
STORE DETECTIVE	10	11.96	13.85	8.51
ACCOUNTING TECHNICIAN	18	11.87	15.00	9.00
NF - 3				
DEPARTMENT MANAGER	44	12.87	15.00	11.00

WAGE AREA : #141 Snohomish, WA

ORDER DATE: July 12, 2002

SURVEY : #017/005-09